

Maternity Packet

(Interim until company policy change)

Congratulations!! Enclosed is the APFA Maternity Packet. This packet is designed to assist you in the following weeks and months as you prepare for changes in your family. This packet may also be accessed online at www.apfa.org on the Health Department menu. The APFA Health Department is happy to provide you with additional information to further help you with some of the issues that you may encounter while adjusting your working schedule with American Airlines and the AA Medical Department. We suggest that you use this information in conjunction with the information available on Jetnet, Flight Attendant Service Center, and Maternity Coordinator or Flight Service Manager at your base. The APFA also has individual base representatives for you to consult regarding questions about State specific issues, such as unemployment or State Disability Benefits that may be available. Those names and numbers are available from your Base President, Vice President or APFA Headquarters at 817-540-0108, extension 8301.

Section 25 of the Contract (JCBA) between AAL and APFA also explains our maternity benefits as well as Leaves of Absence during and after Pregnancy. Please refer to the end of this packet for the specifics of Section 25.

If you have Internet access we also suggest a few sites for you to visit:

www.ivfconnections.com

Sign up for a chat! IVF Connections is a Web site where users can support each other and share information about IVF experiences. This site is FREE to all users.

www.babycenter.com: This site allows you to calculate your delivery date and you may print out a calendar with a time line of developments going on with you and the baby.

It also contains information on baby safety equipment and checklists as well as parent freebies! Enjoy on-line chats, bulletin boards, on-line store and ability to have weekly pregnancy updates sent to your home computer.

www.adoptionsupport.org: A non-profit organization dedicated to provide support and education to the adoption community.

Please feel free to email any suggestions, comments and questions to the Health1@apfa.org.

Best Wishes for a happy and healthy pregnancy or adoption!! Page 2

Maternity Codes (LAA FAs)

These are the codes that will be used for your removal on your schedule HI1/HI10:

M1 Code used for adoption

M2 Code used for F/A who has sick time available and is removed for the duration of the pregnancy.

M3 Same as **M2** but with no sick time available.

M4 Contractual LOA (Section.25.G) for F/A after a birth of a child or termination of pregnancy up to 180 days.

MS Code used when paid sick hours are available and F/A has not been removed from duty for the duration of pregnancy. Illness must be related to pregnancy and will count as an attendance occurrence if it is less than 30 days but will not trigger disciplinary progression in the attendance policy, but medical documentation may be requested.

(You need to contact Flight Attendant Service Center for Re-coding of your absence)

UM Same as **MS** but when NO sick time is available and is unpaid.

DM Restricted Maternity Duty (rarely seen).

ZZ Personal Leave of Absence before the birth without medical substantiation

(As of June 2015, MS/UM codes are available, company policy may change in the future)

Seniority (Please refer also to Section.25.N of JCBA)

Company- Company Benefit such as Retiree Travel as well as Eligibility for Retiree Medical coverage.

Will Accrue for the duration for any type of leaves

Vacation accrual (Longevity) seniority (used to be same as Company Seniority prior to JCBA for LAA)

Accrue for the duration while on the **paid** leave of absence

Accrues for 30 days while on **unpaid**, and then stops accruing (Except for Voluntary LOA)

Occupational- Bidding-

Will accrue for the duration of the leave

Classification- Pay (Longevity)

Accrues for the duration while on the **paid** leave of absence

Accrues for 30 days while **unpaid** and then stops accruing

Accrual of Vacation on Sick time.

If available to the company for 15 or more days within a contractual month, you are considered active and will accrue sick and vacation for that month. (For LAA: You still have to meet threshold at the end of calendar year in order to receive accrued sick/vacation until PBS.)

Current: If you are on the paid sick leave, you will accrue vacation but no sick time accrual happens.

1/1/16: When Section.9.C.1 implements; if you are on paid sick leave you will accrue both sick and vacation. **Page 3**

Disability

Disability payments will vary according to the benefits to which you are entitled to as well as the State in which you reside. In NY and CA, Flight Attendants should contact AA Flight Service or AA Payroll to discuss the options for integration of sick pay or State Disability. If you have chosen to pay into the company offered Short Term Disability (STD) or Long Term Disability (LTD) supplemental plans with MetLife, you may be eligible for payments once you have exhausted all of your available sick time with the company. STD becomes available 8 days after the date of disability and **can** continue for 26 weeks and LTD becomes available 4 months after the date of disability. The date of disability is the date that you first go on the sick list with a continuous absence. In both cases the disability must be approved by MetLife in order to collect compensation benefits. (High Risk Pregnancy will not qualify automatically as a disability in and of itself.) Your doctor must document a disabling reason for MetLife to approve your claim. Reasons need to be specific and documented medical reasons in your pre-natal record: its symptoms and findings.

Currently, there is an exception to this rule: that if you have selected the Optional Short Term Disability (OSTD) plan and have had a payroll deduction taken to initiate the plan, (i.e. you have been to work since January 1, 2004 when the plan began) you will automatically be considered disabled at your 28th week and will be eligible provided you have exhausted your sick time. (However, this is subject to be changed after the company policy change aligning with JCBA.)

The amount of disability payment should be 50% of your base pay (about 35 hours) the last time you were paid. You have already paid taxes on this money and will not be taxed again on this income at the end of the year. Always contact your tax official to ensure that the laws are the same in your state.

The number to contact MetLife directly for information regarding your benefit is 888-608-6665, or 800-230-9531(fax). The paperwork to be filled out and filed may be obtained from them directly and filled out online or by downloading and printing it from www.jetnet.aa.com under 'Pay and Benefits', 'Administrators' and 'Metlife'.

In talking with MetLife Disability, it seems that most doctors are not being as explicit as MetLife would like in regard to the specifics of the answers on the forms. If your physician is removing you from flying for any reason, he needs to be specific as to:

1) Why the F/A is a High Risk. Age is not a factor with MetLife. What type of tests are being run? What follow-up visits are being made? What are the specific health issues that prevent the F/A from performing her job, such as High Blood Pressure or Medical Problems that would prevent the F/A from doing her job. (Example: High blood pressure/Dizziness/Back Pain/Excessive swelling/Frequent Urgency, etc.)

2) What problems would the F/A have if she were to work? MetLife will not accept any 'restrictive reasons' that **COULD** lead to a problem as a disability.

For more information about STD or LTD benefits, please visit www.jetnet.aa.com or contact Benefit Service Center (AON) at 1-888-860-6178 and speak with a representative.

Not qualifying for a disability does **NOT** mean that a physician may not write a pregnant Flight Attendant out of work for the duration of her pregnancy. It merely means that she may not qualify for disability payments while she is out. **Page 4**

FMLA and PLOA following Delivery

On December 21, 2009, the President signed into law the Airline Flight Crew Technical Corrections Act. The amendment provides that an airline flight attendant or flight crew member meets the hours of service requirement if, during the previous 12-month period, he or she (1) has worked or been paid for not less than 60 percent of the applicable total monthly guarantee (or its equivalent), and (2) has worked or been paid for not less than 504 hours, not including personal commute time, or time spent on vacation, medical, or sick leave. This means that we have to have 504 "On-Duty" hours in rolling 12 months prior to filing a FMLA in order to be eligible.

Should you qualify, you may take up to 84 days of FMLA in conjunction with your PLOA. All F/As are contractually entitled to up to 180 days of Personal Leave, per **Section.25** (this is included at the end of this packet) of the APFA/AAL Joint Collective Bargaining Agreement. Please refer to the JCBA for specifics about the LOA after the birth and the ability to split the PLOA and FMLA if both parents are Flight Attendants. Do we have anything about this for LUS? Insurance payments for benefits will be at the contributory rate of an active Flight Attendant for the applicable number of days if you have qualified for FMLA and remain active. Once you have begun the PLOA after your 6 week recovery period or 8 weeks for caesarian section, **your insurance benefits must be paid at the full rate without any Company subsidy**. You may take your PLOA immediately following your delivery. Once you begin your PLOA you must use it in its entirety or lose the portion not used. You must notify your maternity coordinator (flight attendant service center via VIP Crew) with your intent to use your PLOA.

The Qualifying Criteria for FMLA are:

1. Must have at least 12 months of Company service as of the actual start of the FMLA.
2. Must have days of FMLA available. 84 days are calculated per rolling calendar year. Any days used prior to the Maternity LOA would be deducted from this bank, regardless of qualifying illness.
3. Must have worked at least 504 On Duty Hours in the 12 months immediately preceding the start of the FMLA. **On Duty Hours** (ODH) are calculated by 'on-duty work hours'

On-Duty hours are defined as:

- All time from sign-in to debrief for each day of a sequence, including sit time between flights.
- Layover time is not counted
- Only actual time worked is included - not the greater of scheduled or actual.
- 8:00 (eight hours) is credited for each day of training.
- 4:10 (four hours and ten minutes) is credited for each RSV or AVBL day on which a flight attendant is obligated to the company but does no flying.
- Scheduled time (sign-in to debrief) for each trip removal for Special Assignment and Light Duty (only for the ones who are currently on Light Duty), AP/UJ (APFA Removals).

To verify if you qualify for FMLA log on to; www.jetnet.aa.com. Go to FLIGHT SERVICE, under HELPFUL LINKS, click on MEDICAL INFORMATION, and then click on VIEW HOURS FOR FAMILY LEAVE.

This page shows you a summary of the hours needed to qualify for Family Leave. (Prior to 3/08/13 the threshold was measured by 504 Paid Productive Hours-PPH) **Page 5**

MAR 2013 and back the eligibility indicator will be a reflection of the hours from the PPH column. APR 2013 and forward the eligibility indicator will be a reflection of the hours from the ODH column.

If you qualify for the 504 FMLA you will have an option to put in for an 84 day Family Leave bonding period to be used after your recovery period. This may be used in conjunction with your PLOA.

Following delivery, many Flight Attendants may not meet the 504 ODH due to the fact that they cannot fly during pregnancy.

All Flight Attendants may defer vacation in order to accrue more ODH prior to going out on MLOA, if it would help you to qualify at a later date when you chose to apply for FMLA.

The following pages address some general questions that are commonly asked by Flight Attendants considering Maternity Leave, as well as a Company Job Description from Flight Service. **Page 6**

General Questions

Q: *What is the policy of the Credit Union regarding payment of loans?*

A: The Credit Union can assist employees with all off-payroll questions. The number is 817-963-6000.

Q: *Is the F/A obligated to pay APFA dues while on unpaid status?*

A: A member in good standing will remain in good standing and will be exempt from his / her dues obligation to the APFA when the member is in an unpaid status in excess of 30 consecutive days. (M3, UM and MS). You may contact the Dues Department at extension 8151 or 8152 at APFA Headquarters.

Q: *What are my travel privileges while on Maternity Leave?*

A: Maternity sick (MS, UM) - Travel not allowed

Maternity (M2, M3) – You retain all travel privileges except D1. Travel on other airlines is allowed, this includes eligible family members (D2, D3).

Family Leave (FL) – Retain same online travel eligibility held prior to the leave. Travel on other airlines is allowed, this includes eligible family members (D2, D3).

Personal Leave (M4) – For the first six months (180 days), you retain all privileges except D1 and travel on other airlines is not allowed. This includes eligible family members (D2, D3). Please refer to the trip book on Jetnet for the most up to date information.

Q: *How do I contact Uniform Solutions to order my maternity uniform items?*

A: You may call them at 1-800-565-6242 or access them online via the www.aafightservice.com website.

Q: *My physician would like a job description/information about radiation exposure, or the physical requirements of my job so that s/he may make a decision about my flying status for the first 28 weeks.*

A: That information is included in this packet as well as on the www.apfa.org website Health Department menu. Also AA Medical will provide you with radiation information upon request by calling Call-A-Nurse at 800-555-2373.

Q: *How do I find out about collecting unemployment benefits?*

A: Your best source for state specific information is your state unemployment office. Also, your base chair, vice-chair, or local maternity council representative may be able to answer those questions.

LUS Travel

Medical Leave of Absence: Travel privileges also continues on US Airways mainline and express (and AA/Eagle) for the employees and their eligible dependents for the first 90 calendar days after the employee exhausts her paid sick leave balance and/or vacation and is placed on an approved UNPAID medical leave of absence or unpaid leave of absence for FMLA, Medical or OJI(IOD). Travel for the purposes of obtaining medical treatment (following the expiration of the 90-day travel period on unpaid medical leave/sick status) will be reviewed and authorized on a case-by-case bases by the employee's department head and Employee Travel Services. To request travel, the employee must complete and submit a Travel on Leave of Absence Request Form, via e-mail at Employee.Travel@usairways.com or fax 480-693-8850.

Personal Leave of Absence: Travel is not permitted for employees and their eligible family members/guests on US Airways or any other carrier while the employee is on personal leave from the company, regardless of paid or unpaid status. Please refer to employee travel guide for the current company policy. **Page 7**

Insurance Questions

Q: How does our medical insurance cover the cost of pregnancy?

A: Medical insurance benefits for maternity are the same as for any other disability or illness. You may contact the provider member services number located on the back of your insurance card for any questions about coverage or for preauthorization.

Q: Will medical insurance pay for treatment of the baby?

A: Well baby care is covered at 80% of initial hospitalization. A new Deductible will apply for the baby. Well-Child Care is covered at 100% in network. If you are an HMO member, baby care is paid as described in your handbook. You may notify the Benefits Department at AA within 31 days of delivery to add the baby to your insurance coverage. You may do this by calling Benefit Service Center (AON) at 888-860-6178, or visiting the www.jetnet.aa.com, and completing a Life Event through the Benefit Service Center.

Q: May I work while receiving STD or LTD?

A: No. You may not work while receiving either disability payment.

Q: Where can I get help with my insurance questions while on LOA?

A: Contact Benefit Service Center (AON) at 888-860-6178

LUS Specific

If you have notified the company of your pregnancy before the implementation of JCBA, you are “grand fathered” in to the red book language in regards to Section.25.N, benefits.

You are paying at company subsidized rate of insurance for FMLA eligible period plus 270 days before paying at Cobra rate. **Page 8**

Contract/Scheduling Questions

Q: May I transfer or proffer while on maternity leave of absence?

A: You may accept a transfer, however you must be on active status by the first 15 contractual days of the effective transfer month. For the mutual transfer, you have to be active on the day they pull our name from the list.

Q: Can I bid for vacation while on M2, M3 or M4?

A: Yes. You may bid at the regular time that an active F/ A bids. Primary vacation bidding shall begin no later than 0001 February 16th and close no earlier than 0001 March 7th. Secondary bidding shall begin no later than 0001 March 16th and close no earlier than March 23rd.

Q: My vacation fell during my M3/M4 status and my name appeared on the reserve list. Is this correct?

A: Yes. If your seniority warrants reserve and you have not served reserve for over 1 month or 3 months (depending on your rotation) due to inactive status, a vacation paper bid will place you on the reserve list. Bid accordingly. Also remember, if you return to work within the three months following this vacation reserve month, your rotation has been triggered.

Q: Why does it seem like I accrued too little vacation?

A: Remember that you do not accrue vacation days for months on unpaid status or on leave for more than 15 days. **Section.8.A.3**

"Vacation will be accrued for each contractual month during which the Flight Attendant is on active status for at least fifteen (15) calendar days. "

You may view your accrual using the HISK for (LAA FA) the current year and HISK/L for the previous year in your personal mode.

Q: Do I accrue sick time while out on Maternity leave?

A: No. In the APFA Contract, **Article 26 A.4** states 'For purposes of computing sick leave accrual under this Article, fifteen (15) days or more of service in a calendar month shall be considered a full month and less than fifteen (15) days shall not be considered.

On 1/1/16: Section.9.C.1 will implement and it will be the same for the unpaid leave:

"A Flight Attendant who is available for fourteen (14) or fewer days in a month will not accrue sick leave for such month. "

Q: Are there ways to extend my sick time on M2 status?

A: Yes. The most common way to 'stretch' your sick time is by bidding a direct conflict on the first trip of the new contractual month. This will require a trip removal for that first trip. Provided that you remain on the sick list for the entire month, you will be unable to make that up, therefore conserving your sick bank. Although the first trip of the new month will be removed, you will still be paid the monthly guarantee, thus minimizing the deduction of hours from your sick bank to cover the missed trip.

Q: If I am not ready to return to work after the 6 week or 8 week disability period can I extend my time off?

A: Yes. The only way to extend your 'sick after maternity' time off is, if there has been a *medical condition or complication directly related to the birth* which would not allow you to be cleared. In this case your maternity coordinator should not clear you to your PLOA or back to work until your physician and AA Medical agree that the complicating factors have been resolved and you are able to be cleared with no restrictions. The issue of breast feeding and an infant not yet able to take a bottle will not allow additional leave.

**You may contact our APFA Scheduling/Contract Rep-on-Duty at 817-540-0101 ex# 8161 for further scheduling and contract questions, ex# 8301 for health related questions. Page 9*

Return to Work

It is important to contact the Maternity Coordinator four (4) weeks prior to your return to work. **You will be required to clear AA medical after the 6 week or 8 week recovery period following the delivery.** Currently, a blood test is required, confirming that your levels are back to normal, after which you are cleared. Once you have cleared medical, you are permitted to schedule LOA training and/or EPT's. You may then return to work or go on the contractual LOA (Section 25) after the birth. At this time, you may complete any necessary training prior to immediately returning to work or at a later date before completing your leave (so that you will be able to hold a 'live bid' upon return rather than having an availability line).

More than likely, you will have qualifications that have lapsed during your time off. You are not **required** to attend training while on your LOA (M4) however, you may have the further loss of seniority (pay, vacation). If you wait to return from your LOA and need to re-qualify because you have not attended Recurrent Training before the end of your grace month (13months from your last EPT), you need to have extra home study "while you are away" training, you need to contact training support desk for an assistance in training enrollment. Be sure and communicate with your Maternity Coordinator, and Base Planner so that they know when to take you off of leave and give you a 'live' rather than a paper bid.

In order to hold a bid, The FA must be ready and available on the first contractual day of the month. Training must be scheduled and the Base Planner contacted prior to the 19th of the month in order for the bid to be accepted.

Flight Attendants are responsible for accomplishing the required FAA approved training offered in each calendar year. If the Flight Attendant has missed the "grace" month of EPT's, he/she MUST complete one additional Return to Work Online training lesson. If 36 months have elapsed since the last date of the FA's training, the flight attendant is obligated to attend a three week LOA training class.

You may check your last date of training in your HI*9 in your personal mode. If you are returning from PLOA you are not considered on active status until you are cut back over to payroll and actually fly a trip. If you allow your training to lapse and you return to work without your qualifications up to date, you will be responsible for the full payment of your insurance premium to maintain coverage until you re-qualify.

*You will only be able to hold a bid if your qualification is up to date by the end of the month prior to returning to work, and you are available to the company on the 1st contractual date of the month you return. – This will be the case for LAA until PBS is in place. **Page 10**

SECTION 25 OF THE COLLECTIVE BARGAINING AGREEMENT:

E. MEDICAL LEAVE OF ABSENCE

1. The Company shall grant a Flight Attendant a Medical Leave of Absence, upon request, due to an illness or injury.
 2. The Company will require a Flight Attendant requesting a Medical Leave to furnish written verification from her/his personal physician confirming her/his inability to perform Flight Attendant duties.
 3. Prior to returning to duty from Medical Leave, a Flight Attendant will be required to present a physician's statement verifying that she/he is medically fit to perform all required Flight Attendant duties.
 4. Any dispute about a Flight Attendant's ability to perform her/his required duties shall be resolved using the procedures outlined in Medical Examinations, Section 28.
 5. Any Flight Attendant who is on an unpaid Medical Leave as of the effective date of this Agreement shall be afforded five (5) years from the Agreement effective date, unless she/he is released to return to active duty and fails to return during such time period.
 6. Any Flight Attendant who is unable to return to active service from an unpaid Medical Leave after five (5) consecutive years shall be deemed to have voluntarily resigned from the Company and her/his name shall be removed from the seniority list. Removal from the seniority list, however, shall not be automatic. Instead, the Company, upon request from the Flight Attendant, shall consider whether an additional period of leave of a specific duration may be reasonable.
 7. Any dispute about a Flight Attendant's ability to perform her/his normal duties shall be resolved using the procedures outlined in Medical Examinations, Section 28.
 8. If eligible according to the terms of the disability program, a Flight Attendant may use disability benefits while on Medical Leave of Absence. A Flight Attendant will be required to use sick hours. Use of sick, vacation accrual and disability benefits shall be as provided in Sick Leave, Section 9; Vacation, Section 8; and Insurance, Retirement, and Other Benefits, Section 26.
- 25-3
9. A pregnant Flight Attendant may remain on active status until her personal physician certifies to the Company that she is no longer able to perform Flight Attendant duties. If the Flight Attendant subsequently provides written verification from her physician that she is not able to perform Flight Attendant duties, the Flight Attendant will be placed on a medical leave of absence.
 10. Medical Leaves for elective surgery may not be taken between November 15th and January 6th unless required under FMLA.
 11. The chart in Paragraph N contains additional rules and benefits that apply to a Medical Leave.

F. FAMILY MEDICAL LEAVE (FMLA)

1. A Flight Attendant who is eligible and qualifies for a leave of absence under the Family Medical Leave Act (FMLA) or applicable state law, whichever is greater, shall be granted a leave of absence.
2. A Flight Attendant will be required to use her/his sick hours while on FMLA for her/his own illness. At the Flight Attendant's option, she/he may use vacation that is or may be scheduled during the year while on FMLA for her/his own illness. While on FMLA, the use of vacation while caring for a family member will be in accordance with Company policy.

3. To the extent permitted by law, FMLA shall run concurrently with other approved leaves.
4. A Flight Attendant on a FMLA shall receive all benefits as provided by the FMLA or applicable state law.
5. The chart in Paragraph N contains additional rules and benefits that apply to a FMLA.
6. Protected time equivalent to FMLA shall be provided in cases involving a Domestic Partner (same and opposite sex) who meets the eligibility requirements, as defined in the Company's Domestic Partner Benefits Program.

G. MATERNITY/PATERNITY LEAVE

1. The status of a pregnant Flight Attendant shall be as provided in Paragraph E.9.
2. A Flight Attendant who does not qualify for a Medical Leave of Absence shall, upon request at any time during the pregnancy, be granted an unpaid Personal Leave of Absence. If the Flight Attendant subsequently provides written verification from her physician that she is not able to perform Flight Attendant duties, the Flight Attendant shall be placed on a Medical Leave of Absence.
3. After the birth of a child or termination of pregnancy, a Flight Attendant may request and shall be granted an unpaid Maternity/Paternity Leave of Absence for up to one hundred and eighty (180) calendar days. This leave shall commence upon the date of birth or termination and shall continue until no later than one hundred and eighty (180) calendar days after that date. Additional leave will be considered by the Company due to extenuating circumstances.
4. If eligible according to the terms of the disability program, a Flight Attendant may use disability benefits while on Maternity Leave. A Flight Attendant will be required to use sick hours. Use of sick, vacation accrual and disability benefits shall be as provided in Sick Leave, Section 9, Vacation, Section 8, and Insurance, Retirement, and Other Benefits, Section 26.

25-4

5. The chart in Paragraph N contains additional rules and benefits that apply to a Maternity/Paternity Leave.

H. ADOPTION LEAVE

1. A Flight Attendant who legally adopts a child shall be granted a leave of absence. Such leave will commence on the date that the Flight Attendant takes custody of the child, or, in the event travel is required, when the Flight Attendant begins travel to obtain custody of the child and will continue until a court of competent jurisdiction issues or refused to issue a decree declaring the Flight Attendant as the legal parent of the child. Once a decree is issued, an additional one hundred and eighty (180) days of leave will be granted at the Flight Attendant's option. Additional leave will be considered by the Company due to extenuating circumstances. **Page 12**

2. The chart in Paragraph N contains additional rules and benefits that apply to an Adoption Leave.

N. UNPAID LEAVES OF ABSENCE CHART	Seniority Accrual	Longevity Accrual (Pay & Vacation Step Increase)	Accrual of Vacation Days & Sick Leave	Medical, Dental & Vision Coverage	Life Insurance and AD&D Benefits	Non-Revenue Travel Benefits
Personal Leave	Yes	30 days	If AVL for 15 days	In accordance with Company policy	In accordance with Company policy	In accordance with Company policy
Voluntary Leave of Absence	Yes	Duration	Duration	Duration	Duration	As if an active Flight Attendant for the duration
Leave in Lieu of Furlough	Yes	Duration	If AVL for 15 days	In accordance with Company policy	In accordance with Company policy	As if an active Flight Attendant for the duration
Educational Leave	Yes	30 days	If AVL for 15 days	In accordance with Company policy	In accordance with Company policy	In accordance with Company policy
Maternity/ Medical Leave	Yes	30 days	If AVL for 15 days	In accordance with Company policy	In accordance with Company policy	In accordance with Company policy
Family Medical Leave	Yes	Duration	If AVL for 15 days	Duration	Duration	In accordance with Company policy
Paternity, Adoption Leave	Yes	30 days	If AVL for 15 days	In accordance with Company policy	In accordance with Company policy	In accordance with Company policy
Union Leave	Yes	Duration	If AVL for 15 days	In accordance with Company policy	In accordance with Company policy	As if an active Flight Attendant for the duration
Military Leave	Yes	Duration	In accordance with USERRA	In accordance with USERRA	In accordance with USERRA	In accordance with Company policy